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EARNINGS AND HOURS OF EMPLOYEES, AUSTRALIA, OCTOBER 1980 (PRELIMINARY)

INQUIRIES

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MAIN FEATURES

Estimated average weekly earnings of all adult employees (including part-time workers) in the pay-period which included 20 October 1980 were \$287.90 for males and \$195.80 for females.

Estimated average weekly earnings and hours for full-time non-managerial employees were as follows (changes since October 1979 being shown in brackets):

Adult males \$275.20 (+\$32.60 or 13 per cent) for 40.9 hours (no change)

Junior males \$146.30 (+\$17.70 or 14 per cent) for 40.1 hours (+0.1)

Adult females \$222.10 (+\$26.60 or 14 per cent) for 38.4 hours (-0.2)

Junior females \$138.40 (+\$14.70 or 12 per cent) for 38.9 hours (no change)

Average overtime earnings for full-time non-managerial adult males were \$25.70 and average overtime hours were 2.6. Average ordinary time earnings and hours were \$249.50 and 38.3.

EXPLANATORY NOTES

Introduction

This publication contains preliminary results of a sample survey of employers conducted in respect of the pay-period which included 20 October 1980. Some comparative figures are also shown for October 1979. When investigation of the sampling variability of the estimates has been completed further information will be published in *Earnings and Hours of Employees, Australia, October 1980* (6304.0).

2. Average weekly earnings figures for males in this publication are not directly comparable with estimates of average weekly earnings per employed male unit published in the quarterly statement (6302.0), since they relate to only one pay-period in October, not to the average for a quarter, and their scope is less extensive. (See paragraph 4.)

3. Estimates of earnings and hours in this publication may not be strictly comparable with those from earlier surveys. The private sector sample is selected from payroll taxpayers, and increases in payroll tax exemption levels, particularly since 1976, have resulted in the exclusion of more of the smaller businesses, whose employees generally have slightly lower average earnings.

Scope and coverage

4. All wage and salary earners were represented except—

- members of the permanent defence forces,
- employees in agriculture,
- employees in private households employing staff,
- waterside workers employed on a casual basis,
- employees on workers compensation,
- persons employed by private employers (other than hospitals) not subject to payroll tax.

5. The survey covered stratified random samples of private employers subject to payroll tax, hospitals and government departments and authorities. At the time of the selection of the sample, payroll tax was payable by employers paying in wages and salaries more than \$150,000 a year in Queensland and the Northern Territory, more than \$84,000 a year in Victoria, more than \$72,000 a year in New South Wales, South Australia, Western Australia and the Australian Capital Territory and more than \$60,000 a year in Tasmania. Religious and benevolent institutions are specifically exempted from paying payroll tax.

Definitions

6. *Adult employees* comprise employees 21 years of age and over and employees under 21 years of age who are paid at the adult rate for their occupation. *Junior employees* are all other employees under 21 years of age.

7. *Full-time employees* are employees who ordinarily work 30 hours or more a week, and *part-time employees* are those who ordinarily work less than 30 hours a week.

8. *Non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments).

9. *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It includes *overtime earnings*, which refer to that part of gross weekly earnings for hours paid for in excess of award, standard or agreed hours of work, and *ordinary time earnings*.

10. *Weekly hours paid for* refers to the hours for which payment was made. It includes *overtime hours*, which refers to hours in excess of award, standard or agreed hours of work, and *ordinary time hours*.

Reliability of estimates

11. The estimates obtained from this survey may differ from figures that would have been produced had information been obtained from all employers. One measure of the likely difference is given by the standard error of the estimates. There are about two chances in three that a sample estimate will differ by less than one standard error from the results which would be obtained from a comparable complete collection, and about nineteen chances in twenty that the difference will be less than two standard errors.

12. The standard errors of the published estimates of average weekly ordinary time earnings and average weekly total earnings are generally less than 3 per cent. The standard errors of the published estimates of average weekly overtime earnings and hours, and of average weekly earnings of part-time employees are generally less than 10 per cent.

13. The imprecision due to sampling variability which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents. Inaccuracies of this kind are referred to as the non-sampling error, and they may occur in any enumeration, whether it be a full count or only a sample. Efforts are made to reduce the non-sampling error by careful design of questionnaires and detailed checking of completed returns.

Related publications

14. Users may also wish to refer to the following publications which are available on request: *Earnings and Hours of Employees, Distribution and Composition, Australia* (6306.0)—results of a sample survey conducted each May; *Average Weekly Earnings, Australia* (6302.0), quarterly; *Weekly Earnings of Employees (Distribution), Australia* (6310.0)—results of a household sample survey conducted each August; *Wage Rates, Australia* (6312.0), monthly.

NOTE. Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place. Any discrepancies between totals and sums of components in tables are due to rounding.

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Acting Australian Statistician

TABLE 1. AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES (a)

	October 1980									October 1979	Percentage increase (b)
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.	Aust.	
Males	284.80	273.60	265.60	255.60	269.80	268.40	324.60	327.90	275.50	242.70	13.5
Adults	296.40	285.90	278.10	269.70	283.20	279.60	336.20	338.60	287.90	254.10	13.3
Juniors	134.10	125.50	129.60	130.90	130.00	141.50	125.80	123.90	130.50	114.90	13.6
Full-time employees	296.90	283.60	272.20	264.80	284.50	275.90	335.50	342.20	286.10	252.20	13.4
Adults	306.90	293.70	283.00	276.60	297.40	287.00	343.10	350.10	296.70	262.00	13.2
Juniors	151.90	142.40	143.10	146.40	142.00	147.90	158.30	149.70	146.30	128.60	13.8
Females	194.90	181.60	179.90	161.60	171.30	167.80	192.50	219.40	183.90	160.00	14.9
Adults	205.50	193.90	194.90	172.60	182.10	179.10	209.40	227.30	195.80	170.30	15.0
Juniors	118.20	108.60	115.10	109.10	109.50	115.30	110.50	117.20	113.00	103.90	8.8
Full-time employees	219.00	214.30	207.60	202.70	208.10	202.70	224.50	246.00	214.30	187.20	14.5
Adults	229.10	226.20	225.10	218.00	223.00	223.90	238.10	253.20	227.00	199.60	13.7
Juniors	142.30	139.30	135.90	137.00	132.00	126.70	146.70	146.30	138.40	123.70	11.9
Persons	252.60	240.70	238.20	221.30	237.00	236.60	285.40	282.10	243.40	213.60	14.0
Adults	264.90	254.60	253.60	236.10	251.20	250.20	301.90	292.30	257.10	226.00	13.8
Juniors	126.40	116.80	122.10	120.10	120.60	128.30	117.10	120.40	121.80	109.30	11.4
Full-time employees	272.30	262.70	254.50	247.60	263.60	257.40	307.50	305.40	264.70	232.70	13.8
Adults	283.30	274.40	268.60	261.70	278.40	272.90	318.90	313.70	277.10	244.60	13.3
Juniors	147.50	140.90	139.60	142.20	137.80	137.80	151.90	147.90	142.60	126.20	13.0

(a) Total private and government employees including managerial, executive, etc., staff. See paragraph 8, above. (b) Percentage increase October 1979 to October 1980.

TABLE 2. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES

	Adult Males									
	Oct. 1979	Oct. 1980			Junior Males		Adult Females		Junior Females	
	Total	Overtime (a)	Ordinary time	Total	Oct. 1979	Oct. 1980	Oct. 1979	Oct. 1980	Oct. 1979	Oct. 1980
AVERAGE WEEKLY EARNINGS (\$)										
New South Wales	251.50	29.40	256.00	285.40	129.70	151.90	194.40	224.00	126.90	142.30
Victoria	238.70	22.10	246.90	269.00	126.50	142.40	195.10	220.40	123.60	139.30
Queensland	234.20	26.30	239.20	265.50	126.00	143.10	194.00	221.90	121.50	135.90
South Australia	228.10	18.40	239.80	258.20	131.90	146.40	195.70	214.60	121.60	137.00
Western Australia	242.40	29.80	250.90	280.70	128.10	142.00	193.70	218.80	119.00	132.00
Tasmania	236.70	18.70	250.90	269.70	129.80	147.90	200.00	221.10	119.50	126.70
Northern Territory	279.80	64.80	267.60	332.40	147.60	158.30	212.80	236.50	125.20	146.70
Australian Capital Territory	258.10	11.80	283.20	295.00	139.20	149.70	220.50	247.90	130.50	146.30
Australia	242.60	25.70	249.50	275.20	128.60	146.30	195.50	222.10	123.70	138.40
AVERAGE WEEKLY HOURS PAID FOR										
New South Wales	41.2	2.9	38.1	41.0	40.0	39.9	38.7	38.3	38.6	38.6
Victoria	40.9	2.3	38.7	41.0	39.9	40.1	38.7	38.7	38.8	39.3
Queensland	40.3	2.6	37.9	40.5	39.9	40.2	38.3	38.0	39.1	39.0
South Australia	40.5	2.0	38.5	40.5	39.7	39.7	38.4	38.1	39.2	38.4
Western Australia	41.1	2.9	38.4	41.3	40.3	41.0	38.8	38.8	39.1	39.2
Tasmania	40.2	1.9	38.5	40.4	39.7	39.8	38.0	38.2	39.1	39.5
Northern Territory	44.0	5.4	37.3	42.7	42.2	41.4	37.9	39.1	39.0	38.9
Australian Capital Territory	38.9	1.3	37.6	38.9	40.0	40.3	37.3	37.3	38.3	38.0
Australia	40.9	2.6	38.3	40.9	40.0	40.1	38.6	38.4	38.9	38.9
AVERAGE HOURLY EARNINGS (\$)										
New South Wales	6.11	10.07	6.72	6.96	3.24	3.80	5.02	6.53	3.29	3.68
Victoria	5.83	9.56	6.38	6.56	3.17	3.55	5.04	5.70	3.19	3.55
Queensland	5.82	10.24	6.30	6.55	3.16	3.56	5.07	5.84	3.10	3.49
South Australia	5.63	9.20	6.23	6.37	3.32	3.69	5.10	5.64	3.10	3.57
Western Australia	5.89	10.40	6.53	6.80	3.18	3.47	4.99	5.65	3.04	3.37
Tasmania	5.90	9.79	6.52	6.67	3.27	3.72	5.26	5.79	3.06	3.21
Northern Territory	6.36	12.08	7.17	7.79	3.50	3.83	5.61	6.05	3.21	3.77
Australian Capital Territory	6.64	9.22	7.54	7.59	3.48	3.72	5.91	6.64	3.41	3.85
Australia	5.93	9.95	6.51	6.73	3.22	3.65	5.07	6.04	3.18	3.56

(a) Average overtime earnings and hours paid for are averages for all employees represented in the survey.

TABLE 3. AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA

	<i>Adult Males</i>		<i>Junior Males</i>		<i>Adult Females</i>		<i>Junior Females</i>	
	<i>October 1979</i>	<i>October 1980</i>	<i>October 1979</i>	<i>October 1980</i>	<i>October 1979</i>	<i>October 1980</i>	<i>October 1979</i>	<i>October 1980</i>
AVERAGE WEEKLY EARNINGS (\$)								
Overtime (a)	23.10	25.70	7.20	8.30	5.10	5.30	2.40	3.00
Ordinary time (a)	219.40	249.50	121.30	138.00	190.50	216.80	121.20	135.40
Total	242.60	275.20	128.60	146.30	195.50	222.10	123.70	138.40
AVERAGE WEEKLY HOURS PAID FOR								
Overtime (a)	2.7	2.6	1.4	1.4	0.7	0.6	0.5	0.5
Ordinary time (a)	38.2	38.3	38.5	38.7	37.9	37.7	38.4	38.4
Total	40.9	40.9	40.0	40.1	38.6	38.4	38.9	38.9

(a) Average overtime and ordinary time earnings and hours paid for are averages for all employees represented in the survey.

TABLE 4. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, OCTOBER 1980

<i>Manufacturing</i>										
<i>Metal products, machinery and equipment</i>										
	<i>Food, beverages and tobacco</i>	<i>Textiles; clothing and footwear</i>	<i>Paper, printing etc.</i>	<i>Chemical, petroleum and coal products</i>	<i>Basic metal products</i>	<i>Fabricated metal products; other machinery, etc.</i>	<i>Transport equipment</i>	<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
AVERAGE WEEKLY EARNINGS (\$)										
Adult males	252.70	241.80	304.00	306.00	300.90	250.50	253.50	263.30	255.80	265.20
Junior males	152.00	147.70	152.80	169.40	169.00	136.50	145.80	144.40	129.20	143.00
Adult females	203.80	183.00	206.80	217.30	228.80	188.90	204.50	195.10	206.70	196.70
Junior females	137.00	125.40	139.20	142.90	152.40	132.40	147.60	135.90	129.70	132.40
AVERAGE WEEKLY HOURS PAID FOR										
Adult males	40.9	43.9	41.9	40.9	42.4	41.6	40.9	41.6	42.1	41.7
Junior males	39.8	41.6	40.8	38.8	40.2	40.1	40.6	40.2	40.5	40.3
Adult females	38.8	39.6	39.8	38.6	40.5	39.0	39.3	39.2	39.5	39.3
Junior females	39.0	39.8	39.1	38.3	39.6	39.0	40.2	39.2	39.9	39.4
<i>Non-manufacturing</i>										
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Construction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communication</i>	<i>Finance, business services</i>	<i>Public administration, etc.</i>	<i>Other</i>	<i>Total non-manufacturing industries</i>
AVERAGE WEEKLY EARNINGS (\$)										
Adult males	400.70	298.50	266.50	245.90	224.60	282.30	266.90	296.20	262.60	279.80
Junior males	217.60	162.10	162.10	139.40	131.80	157.70	150.80	151.80	139.90	148.10
Adult females	248.80	234.00	208.60	202.60	196.20	227.70	213.40	250.50	200.00	222.10
Junior females	166.30	156.00	133.80	134.30	128.00	155.00	142.20	148.60	122.10	139.50
AVERAGE WEEKLY HOURS PAID FOR										
Adult males	42.3	40.6	41.6	41.1	41.2	40.9	39.8	39.0	41.4	40.5
Junior males	40.4	39.6	40.1	40.1	40.9	39.5	39.4	38.0	42.3	40.0
Adult females	38.9	37.2	37.8	39.0	39.4	38.6	37.8	37.9	38.5	38.1
Junior females	38.3	37.3	38.2	39.3	39.9	38.4	38.6	37.7	40.3	38.8

TABLE 5. AVERAGE WEEKLY EARNINGS : MANAGERIAL, EXECUTIVE, ETC. STAFF (a), OCTOBER 1980 (\$)

TOTAL ALL INDUSTRIES								
<i>Males</i>								<i>Females Aust. (b)</i>
	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust. (b)</i>	
October 1979	368.30	376.00	343.30	345.80	344.10	355.80	365.80	277.20
October 1980	415.30	420.20	382.30	388.90	389.80	370.60	408.80	310.20

(a) Private and government managerial, executive, professional and higher supervisory staff. See paragraph 8, page 2. (b) Includes the Northern Territory and the Australian Capital Territory. Separate details for the Territories are not available.

TABLE 6. AVERAGE WEEKLY EARNINGS : PART-TIME EMPLOYEES (a), OCTOBER 1980

	<i>Adult males</i>	<i>Junior males</i>	<i>Adult females</i>	<i>Junior females</i>
October 1979	79.70	30.30	93.40	30.50
October 1980	99.10	39.50	105.00	38.30

(a) Part-time employees are those who normally work less than 30 hours a week—see paragraph 7.

